



Issue 15 | June 2018

Fog Horn

Synergy Group Newsletter



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We Want to Hear From You!

Fog Horn is an initiative to bring together all members of the Synergy Family – our seafarers, shore staff, family members as well as the stakeholders. We would love to hear from you and have your contributions in forthcoming issues as well as for the website. You may share a write up on an inspiring event or your own experience on-board or ashore, a joyous occasion in your family, stories about life, health, fitness or photographs, sketches, drawings by children, poems, get together's or just jokes! Write to us at editorialteam@synergymarine.sg

Note from CEO's Desk



Dear Team,

This summer, FIFA Football world cup will take place in Russia. This sporting extravaganza unites billions of people around the world, cheering for their favorite football teams, from 32 teams to one of the two finalists, to win. There are some fine lessons we can learn from the game of Football.

Treat Life at work like a game of Football. In Football, the mission for each team is simply to win. Similarly at work, we set our foot on the playfield with a determined mindset to win.

An essential ingredient to winning a football match is a customized game plan. The coach develops a game plan or a strategy to win the match. A good game plan on the play field or at work considers every step one needs to take to get to chosen goal.

In a team-based environment, the individuals are the make-or-break components. Success will always be, all about people. In a football field, the captain decides on the best eleven to play. On board a ship or in an office environment, we cannot change our team mates, every day but we can surely play the best team.

About executing a game plan, a footballer once said "It's about discipline. It's about following instructions. It's about the execution of the plan. That's what sport is."

We recently had interactive training workshops with seafarers. I was delighted to spend time with our

seafarers in different cities. We discussed about our successes and importantly some of our failures. And we discovered that most failures can be attributed to one or more of these missing elements in executing a plan - Passion, Capability, Focus.

Though it sounds oversimplified, the key to a team's success in executing a plan lies in Passion of the people, Capability of the team and Focus on result. A team must have the passion to work hard and accomplish plans. The passion to accomplish must come from within an individual and motivate his fellow team mates. Passionate people build the team's capability to achieve. With Passion and capability in place, the last aspect, focus is most important.

Determine and define what must be achieved. The end objective of the journey must be clearly known to every team member. Focus on what must be achieved. Pay attention on the outcomes all along. There are often more than 70 snaps in a football game, each one with its own set of decisions that need to be made. The same is true at work place, at every turn we are faced with choices. We must continually review what we are doing, rethink the strategy and try again.

It is said, "Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives."

This Football season, let us focus on developing reliable teams, let us make smart game plans and let us play on the field to Win.

Stay Safe, Stay Blessed.

Capt. Rajesh Unni

"Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives."

“Good relationships are good business”

Seafarer morale is vital in crew retention and one ship-management company in particular is keen to nurture close relationships between employees and management in a bid to open up communication and improve welfare, safety and performance.

Singapore-based Synergy Group says it thinks of its employees as family and takes the business of family very seriously, right from the start.

As Captain H S Swaminathan, of the Group explained: “Induction of a new employee is a critical process. In an organization, this is the first step towards helping the employee understand the company culture and how he or she is linked with their new colleagues. This first meeting is essential in earning their trust:

Synergy Group says that with the long distances between seafarers and headquarters, many employers

drop the induction process altogether, or conduct remote and impersonal shipboard processes.

“At Synergy, we make it a point to ensure every seafarer joining the company, from the Master to the mess crew, spends time with the people who manage the ship from shore,” said Capt. Swaminathan. “This includes the entire chain of command, from superintendents and managers, to crew planners and purchase officers.”

Synergy's new seafarers are also encouraged to engage in open discussions about the company, including the vision and mission that serve as cornerstones for Synergy's operations. “They learn from the inside out what we stand for, how we work, and what we expect from them.”

He said beyond familiarising seafarers with company values and virtues, in-person induction gives them an effective way to handle any problems when they arise. “When seafarers know who to contact for help on specific problems, efficiency is improved. It saves time and improves accuracy when they can go directly to the right source for an answer to a question.”

The personal touch can also have a preventative effect as well, said Capt. Swaminathan. “Creating an open culture helps to ensure that people speak out when they see things that are not right. He points out that an open culture encourages crew to raise issues of safety, performance and welfare in a constructive way without fear of retribution.

“This allows our people to make valuable contributions to improving company standards, across the fleet and the organisation.” Capt. Swaminathan also believes that openness contributes to employee loyalty. “We believe that Synergy's atmosphere of openness and trust is a major factor in our high employee retention rate.”

As published in Ship Management International Magazine (Issue-71, Jan/Feb 2018)



Holistic Wellness at Sea



Maritime industry is considered to be one of the most challenging professions to be taken up as a career. It demands perseverance, patience and strength, emotional as well as physical. Past few years have seen strong momentum in the industry to address seafarer's wellbeing, particularly their mental health.

International Maritime Organisation (IMO) has chosen "Seafarers wellbeing" as the theme for this year's "Day of the Seafarer" with the aim to address the issues of seafarers wellbeing and particularly mental health.

In sync to the theme, SMPL Chennai, organized a 3-day training program, to apprise seafarers on the various aspects for wellness associated to maritime industry, namely social, emotional, physical, intellectual spiritual and wellness.

The training modules were developed keeping in mind, insights on suicide prevention, depression, safety, conflict management, PTSD, stress management, self-awareness and empathy. Mrs Aprajitha Bharadwaj from "Sailors Society" supervised the entire training program.

The interactive program saw the use of video aids and comprised in-depth discussions on communication, diversity conflict, mental and emotional health, STD (HIV/AIDS), Piracy, Repatriation, Seafarer rights, welfare organizations, financial and spiritual wellness.

The program was immensely successful and is

proposed to be extended to all seafarers during the course of this year, as it gives one the opportunity to understand the non-technical dimensions of Maritime industry with clarity on the need for strong mental health.

- Capt. Rajesh Unni, CEO Synergy Group, addressed the participants on Synergian work culture and our belief towards providing healthy working conditions to our seafarers, followed with expectations and long-term goals.

- Capt. Ramadass Venkatarao, Head- CMS, addressed the gathering on, how synergy has been contributing to the maritime industry by setting quality standards which have raised the bar for competition.

- Capt. Sudarshan, Head –Training, addressed the gathering on the core values of iSTEER, on which Synergy group thrives.

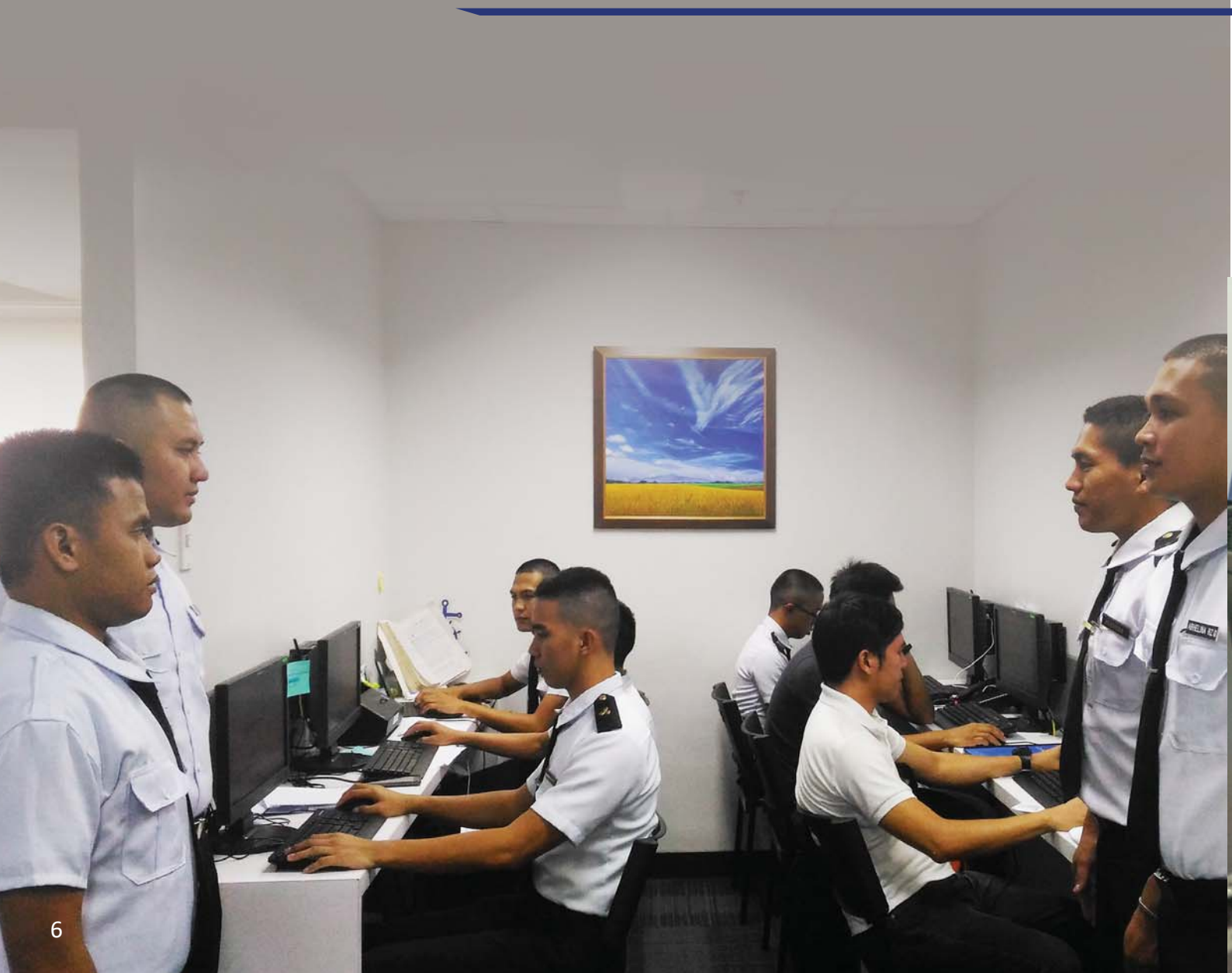
- Dr. Sandhya, consulting psychologist from "Element H" along with Ms. Priyadarshini, Psychometric Analyst shed light on the importance and need of Physical and Emotional wellness.

Synergy believes in #SupportSeafarersWellbeing

*Priyadarshini. B
Psychometrics*

Synergy Learning, Development and Training center - Manila

2017 marked the inauguration of Synergy's Learning, Development and Training center in Manila.



The learning and development center under the name Synergy Philorg Group Corp was inaugurated by Capt. Katsuya Abe, Managing Director of Nissen Kaiun, Capt. Rajesh Unni and Mr. Thya Kathiravel, Director North P&I. Other key officials of the group in Manila were also present.

The learning and development center which is located at the same premises as Synergy Group Operations Inc, was initiated with the aim of developing the technical proficiency, skills, safety and environment consciousness of our seagoing staff from the Philippines.

The learning and development center which is equipped with a bridge simulator, engine room simulator and ECDIS simulator besides CBT's and classroom based training aims at maintaining high and consistent quality of learning to ensure maximum transfer of knowledge.

In his address Capt. Unni said – “At the learning center, the sea staff will not be treated as mere content consumers, but as a resource, capable of sharing inputs that would enhance learning, for both, the sea staff as well as the facilitator. Empowering our sea staff - providing them with tools, resources, processes and enabling them with new technology, is the future of seafaring and maritime training”.

The center currently runs 16 courses, based on the training needs and the feedback cycle with an aim to improve safety and performance on board Synergy managed vessels. Over 250 officers and 400 ratings have attended various training courses so far.



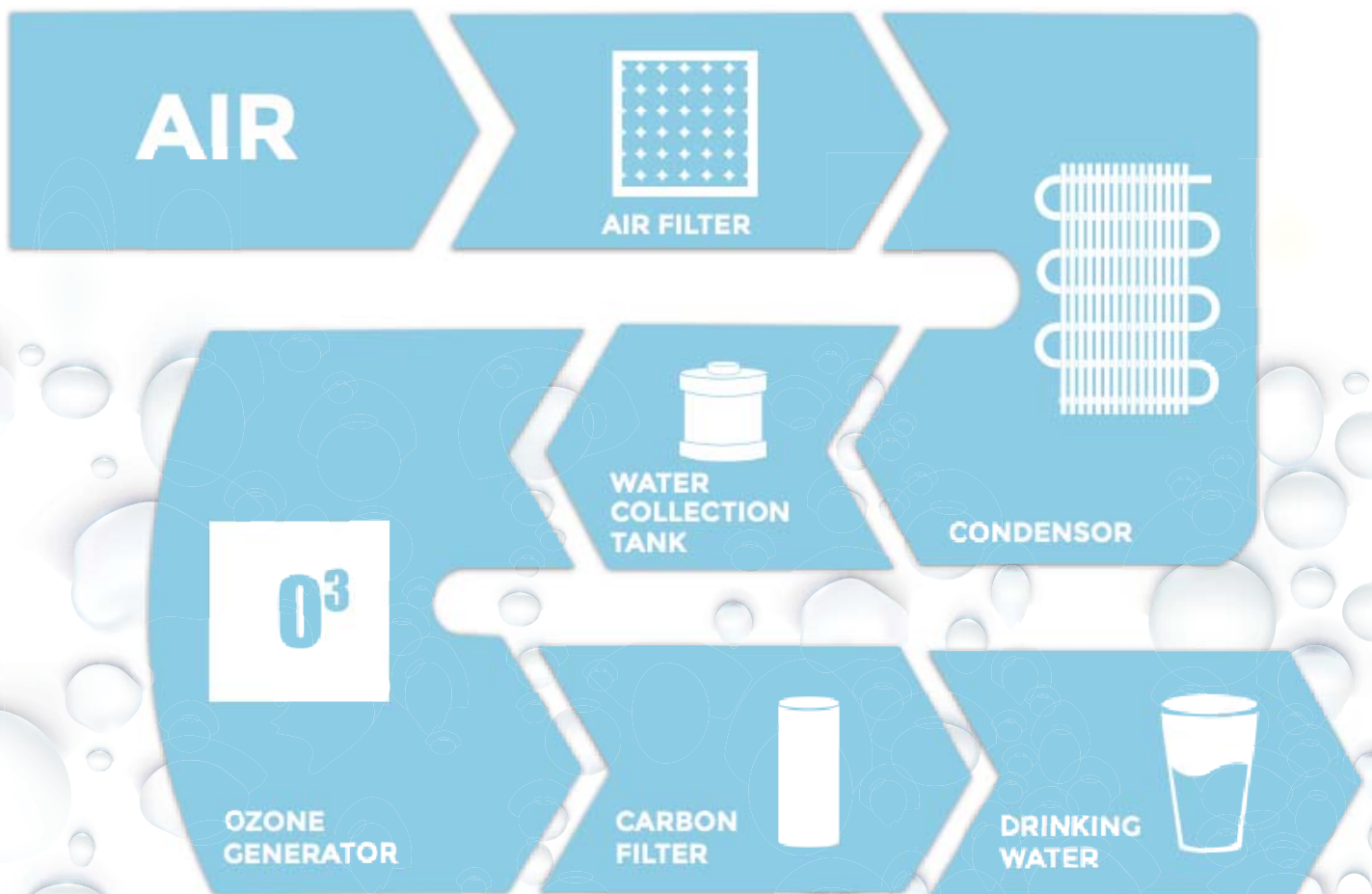
Project Aquarius: A portable device for extracting water from atmospheric air

3/E Atharva Kotwal, became the youngest speaker to be invited to participate at The World Maritime Technology Conference (WMTC) in December 2018. His project has also been selected for RISE conference, to be held in July 2018 at Hong Kong, and is deemed to be the largest tech conference with participation from across the globe. The project is also in the pipeline for acquiring Indian patent under the Indian Patents Act vide application no. 201621014027.

Title of the product:

A device extracting water from atmospheric air (hereinafter referred to as “**Aquarius**”)

HOW IT WORKS



Technical Details:

a) Working principle:

Works on the simple concept of water condensing from air as it crosses its dew point temperature.

b) Components

Consists of a specially designed condenser, water collection pot, power supply devices like Solar and Li-ion batteries, a Peltier device to aid in condensation, a heat sink to assist in cooling along with a fan.

c) Working:

As power is supplied to the device, a temperature difference is created on the Peltier. The hot side of the heat sink is cooled by the heat sink and the fan.

The air used for cooling with a slightly elevated temperature is sent to the condenser with a specially designed shape that aids in efficient distribution of the hot air, bringing the temperature below dew point and condensing it, further the water droplets are directed from a collector into a pot via carbon filters for final purification which also includes mineral stones (dolomite) to add minimum essential minerals needed for the human body to survive. The power for the device can be solar powered or using batteries or using the help of human muscle to generate electricity.

The device has been smartly designed to give maximum output with minimum power consumption. Further developments and progress is being made to make it more efficient.

Application of the device:

In maritime field:

Lifeboats and Life-rafts have limited water storage and can only last a few days. With this equipment, the water shortage will be resolved completely.

As per maritime survival guide, In crucial scenarios, as imposed during a situation of abandoning the ship, water contained on board lifeboat is 0.6 ml per person. It is recommended not to consume before 24 (Twenty-four) hours unless and until sick or injured. Water needs to be collected and be carried onto the lifeboat for survival and safety until rescue arrives.

This is one of the major concerns. Aquarius meets this need and eliminates the entire process of collection and carriage of water due to its unique ability to extract water.

The device, being mobile' can be carried onto or stored on the lifeboat, making water available for consumption at any time.

In other fields:

1. Defence utility: the device is easy to carry and is beneficial for survival in rugged terrain.
2. Areas with minimal water availability.
3. Areas that are struck with natural disasters.
4. For persons engaged in hiking and mountaineering.

Advantages:

1. Light weight and mobile: the device is compact and portable making it easier to carry in the arid areas for extracting water from air.
2. Less electricity consumption: Unlike other water generating devices, this device uses very less energy for operation.
3. Storage and cost: The device is comparatively small in size and hence eliminates storage cost and space, keeping the investment to minimum.
4. Elimination of refrigerant leakage: the device does not use refrigerant for cooling, eliminating the risk of leakage.

*Atharva Kothwal
Marine Engineer*

Meet The Human Resource Team

The HR department at Synergy bolsters business value enhancement through planned interventions focused on people and culture. As a strategic partner for business, HR develops progressive policies and programs enabling improved employee experience at Synergy. The HR department also supports business by identifying, engaging and nurturing potential talents, while ensuring regulatory requirements are complied with. One of the functions of HR is to be an advocate for the employee's views at Synergy. From talent selection to separation, the entire employee lifecycle management is HR's responsibility which is achieved through effective orchestration of various functions managed by different team members in a seamless manner within the HR function.



1

Vikram. P
Assistant Manager - Human Resources

2

Srividhya D
Assistant Manager - Human Resources

3

Arun Krishnadas Nair
HR - Executive

4

Lorraine D Navis
HR - Executive

5

Priyadharshini.B
Executive - Psychometrics

6

Anand Kumar S
HR-Executive

7

Rajesh Balasubramanian
Group Head - Human Resources

8

Kirithi P
Sr. Executive - Human Resources

9

K.S. Srikumar
Manager - Human Resources

Proud to be Synergian

“It has been more than 25 years since I first ventured into sea as a young cadet and since then have worked with various companies from time to time through various ranks up to the rank of a master. However, it has been absolute privilege working with Synergy for the last 4 years with the feeling of real job satisfaction.

I have had the opportunity to work with multiple organisations and management, but the professionalism, care and support I received from Synergy shore team including the top management has been exemplary. The team and the superintendents have never taken a step back to address any legitimate issue related to a seafarer.

In a short span of time I have grown with the organisation and I am sure and confident that my journey with Synergy has many more miles to go.

Safety standards and professionalism of Synergians are second to none and I feel extremely proud and privileged to be a part of the Team Synergy. Kudos and cheers to all Synergians!!”

*Capt. Amal Kumar Chatterjee
Master, M. T. Pacific Dawn*



The perils of the sea did not hold me from circumnavigating the world. Seafaring for two decades is a significant number to gain seasoned experiences.

Growing competently from the grassroots has developed me the confidence to handle the complexities of the “lady at sea”. The seafaring growth speaks a hero from within, a leader of the team and the receptive servant in compliance of the international laws of the sea with every bit of standards. These defines my principles as an officer.



Now with the vast array of the seafaring opportunities, ultimate is the new undertaking for being stalwart in the SYNERGY Family. My professional life is rekindled with all enthusiasm for the conviction of my appointment as Marine Superintendent. Dynamically, I will live to SYNERGYize with excellence, quality, safety, workforce welfare and environmental protection.

Am a SYNERGYian; Proud to be SYNERGYian; Always a SYNERGYian

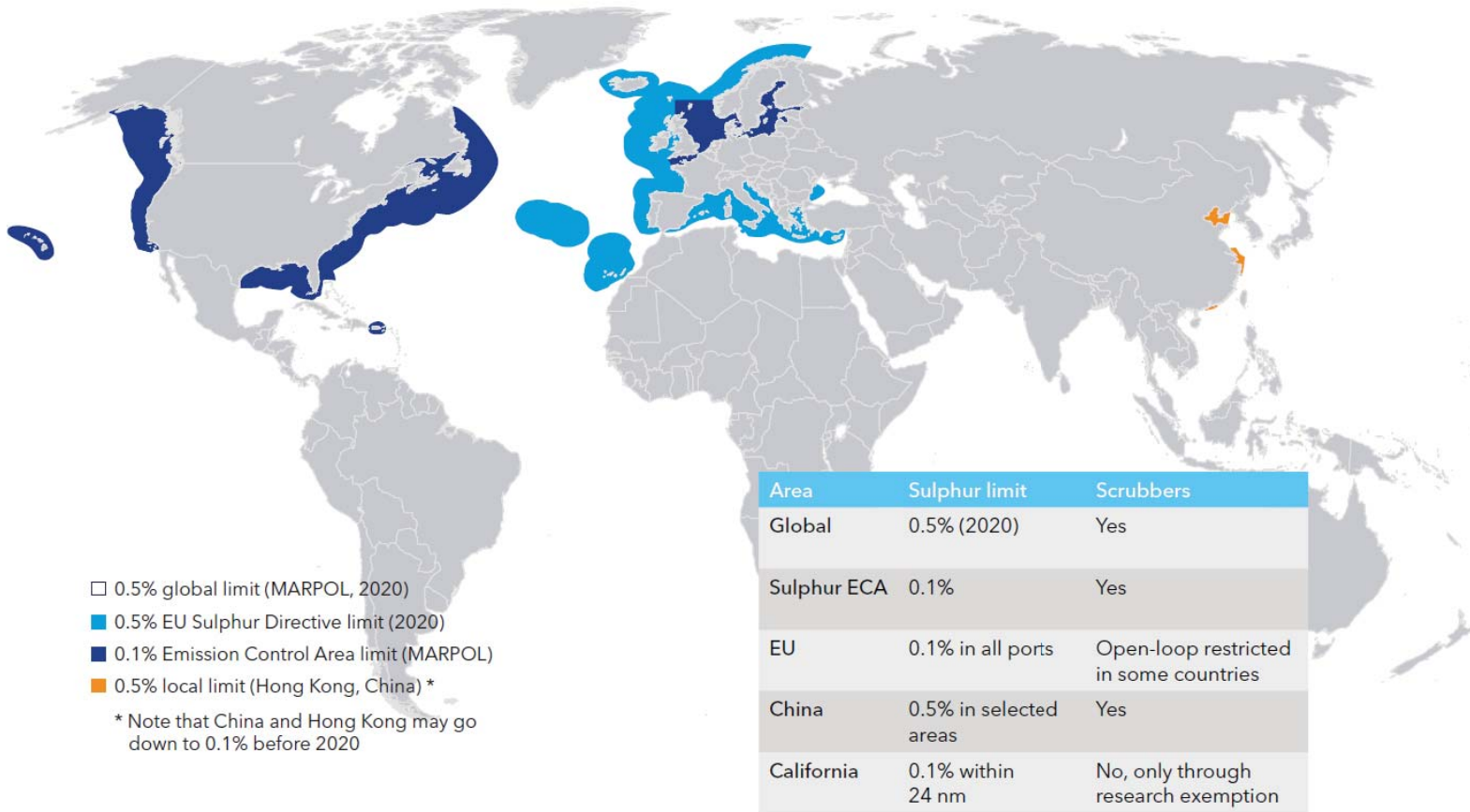
*Capt. Ralph Pardilla
Synergygroup, Manila*

Team Shanghai Dawn

*Image courtesy ~ Mr. R. Ganesh
Technical Superintendent, SMPL*



Future Sulphur Oxides [SOx] compliance



Complying with the rules

Emission Control Area (ECA) regulations will be tightened, which are already in force, by January 2015. A world limit, on SOx compliance, is impending ahead, which probably is by January 2020. There are broadly two alternatives for SOx compliance, usage of low sulphur fuel; straight forward method; known as primary technique. SOx dissolves in water, hence washing/scrubbing is known as secondary technique.

Choice of correct scrubber

Firstly, strictest legislation needs to be complied. Besides IMO rules, local legislations need to be heeded, where vessels ply. Secondly, weigh in your options. Will scrubber installation suit your vessel? [or] Should one go for alternative fuel? Depends vessel's life. Once it has been decided, a scrubber fitment is an optimized solution, have another look at operating route. Finally, assess the machineries associated with the scrubber system, by thorough understanding of functioning and layout of the engine room. The return on investment depends on the future price difference between HFO and MGO. Calculate annual fuel usage and compare it with the installation cost and OPEX of a scrubber system.

Open loop, closed loop, and hybrid

Alternate fuels are pricey. With scrubber, ship operator can continue with cheaper high sulphur fuel and still be compliant. This means, scrubber shall pay for itself in the form of fuel cost savings, on a longer run. An open loop scrubber system means water is run through the scrubber, sea to sea. A closed loop system uses sea water for scrubbing, which is then recirculated. There is a misunderstanding that a closed loop will not have any discharge to the sea. The scrubbing water cannot recirculate forever, but must be refurbished, to maintain its cleaning efficiency. The discharge water can be stored for some time in a tank, to enable a zero-discharge mode.

An open loop is the least complex system. However, both the systems have their own benefits and drawbacks; considering their CAPEX, OPEX, alkalinity of sea water in vessel's route and practicality. If say, a ship operates in high alkalinity areas; which is very shallow and sandy; one should consider closed loop. Sandy waters can choke water treatment units and damage the system equipment's, increasing maintenance burden and cost. Quantity of water needed is higher in an open loop than in a

Date	Sulphur limit in fuel [% m/m]	
	SOx ECA	GLOBAL
2000	1.5 %	4.5 %
2010.07	1.0 %	
2012	0.1 %	3.5 %
2015		0.5 %
2020		0.5 %

Combined scrubbers will be less flexible and will run for more time; even if some of the attached engines/boilers are not running. The investment cost for individual system is higher than a combined system, because more machinery in the individual system, means more cost.

closed loop. Hence power consumption will also be higher in open loop. In a closed loop system, however, chemical injection will add to OPEX. The number of equipment's in the closed loop system, including the storage tank, will increase the investment cost.

What is hybrid?

A hybrid is a mix between two or more systems. According to operational needs; it can be run in both open loop and closed loop; enabling flexibility for operators; operating in both low and high alkalinity areas. In open sea, the alkalinity levels are high, and therefore open loop scrubbing is preferred. However, in areas where the alkalinity is low, open loop scrubbing is impractical. These areas include, Great Lakes, port of St Petersburg, and Mississippi river, to name a few. If a ship operates full time in these areas, a closed loop is preferred.

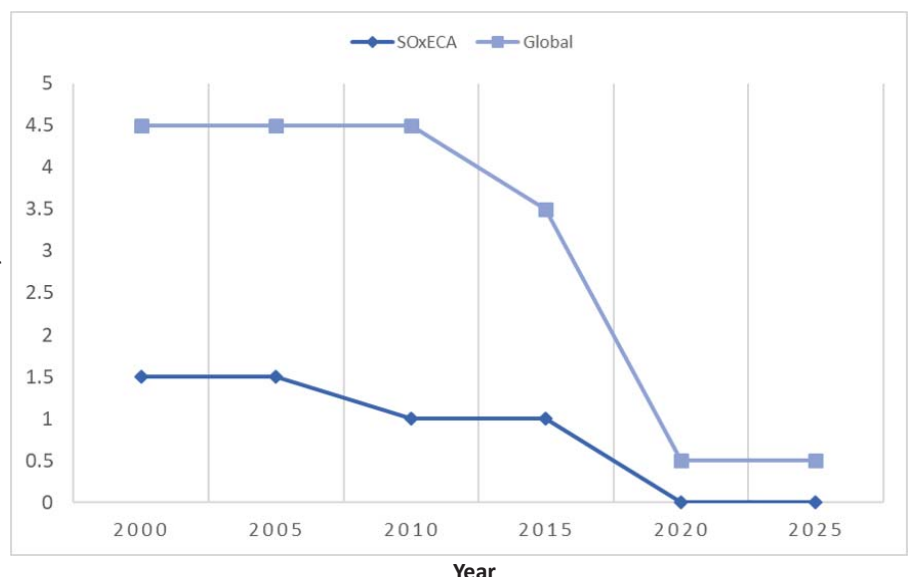
A hybrid can be used for ship's that mostly operate in high alkalinity waters but enter low alkalinity areas for shorter periods of time; where caustic soda (NaOH) is added; to give the existing alkalinity in the seawater, an extra boost. This addition helps in neutralization of acidic impurities and keeps the discharge water pH high.

Overall, it is recommended to involve subject experts; in the planning stages of installation. This is not an "off-the-shelf" product. Ask the supplier to clarify what they mean by hybrid, its benefits; before deciding for a hybrid system. Each vessel is unique, which means the same for scrubbers. Until the world Sulphur limit is enforced; the cost benefits; will only be relevant in the emission control areas or in the case with similar local legislation. Somehow, it's my gut feeling, that this Sulphur cap deadline may get extended till 2025.

Dr. Sairam Krishnamurthy, Technical Superintendent, MOL-Synergy, Sairam was a sailing Chief Engineer and has completed his PHD in fuels.

Individual versus combined Scrubber

Individual scrubbers for each engine/s and boiler/s or a combined unit for several engines and boilers. There are both benefits and drawbacks. Individual units allow considerable operational flexibility and lower OPEX. The combined solution, utilize the same scrubber unit, thereby saving space and investment.



Survival of the “Smartest”

The next quantum leap that is expected to hit the shipping industry, and the signs of which are already well in sight and motion, is going to be the outcome of what many anticipate as “fourth industrial revolution”. The first industrial revolution used water and steam power to mechanise production. The second used electricity to generate mass production. The third used electronics along with some information technology to bring in large amounts of automation in production. Now the fourth is building on the third, across industries!

Shipping, though a conservative business, is also now at the crossroads of past operational practices and those in future that are likely to be governed by a fast-evolving technological space which in turn is sure to be impacted in a big way by concepts of Internet of Things (IOT) and Artificial Intelligence (AI). The blurring of lines between physical and digital spheres is already a growing phenomenon across the technological spectrum.

Maritime industry can surely not remain untouched or immune to advancements that are nothing short of magical! Aren’t the signs already there? Yes, they have already been there for some time now.

Smart Ships are already plying the seas! Onshore resources for remote monitoring, control, management, and support are already being used for improving ship’s safety and operation. Analysis of ship’s data is not only being used for optimizing operations but also for optimizing ship building techniques and designs.

What are the key smart functions of a smart ship?

They include ship energy efficiency monitoring, sea route monitoring including weather routing, engine room and navigational equipment or systems’ status, operation and performance analysis; ship’s position, status and safety analysis, fuel optimization, vessel performance analysis, navigational optimization, hull and machinery maintenance and condition monitoring including prediction and reliability environmental impact analysis and so on!

Data analysis of all variables in shipping like hull design, control systems, propulsion solutions, planned maintenance, day to day operations, forecasting sea conditions etc. very much covered by key performance

indicators of ship owners will be used increasingly. Crew and shore-based teams already have decision support tools that come with real time advice on various such indicators.

But are we in shipping industry able to anticipate connectivity of proportions not seen before? And what are the new challenges that the crew and staff onshore would have to be prepared for?

How smart can one build a ship i.e. how smart is smart enough? Will the orders placed today become outdated by the time they are delivered? What about cyber security? Myriad such questions are bound to haunt the curious mind.

The challenges facing shipping in its journey towards “smartness” when, say, compared to banking, manufacturing industry or recreation are quite different.

Security of data, quality of data remains a challenge due to, primarily, connectivity issues. But potential in connectivity is immense and some say we are using only 20 percent of such potential currently! So, one can very well imagine that the sky is the limit.

But there are other challenges as well, particularly those pertaining to manning, legal and safety issues.

“Smart “is the word surely. From “Smart” phones to “Smart” ships, the journey has been rapid. Will we be “Smart” enough in days ahead to “out smart” our conventional and stereotyped ways of thinking? That indeed is a trillion-dollar question! Are we going to be smart enough?

The test of our “smartness” can well be explained by a phrase that originated from Darwinian evolutionary theory. Herbert Spencer after reading Charles Darwin’s “On the origin of species” coined the phrase – “Survival of the fittest”. We can very well modify it in the present context to declare - “Survival of the smartest”!

Debabrata Pattrea
Competency Manager

The blurring of lines between physical and digital spheres is already a growing phenomenon across the technological spectrum.


Congratulations and best wishes to the following sailing staff who have recently achieved their promotions.



Amal Pushp Jha	Master
Elorde Onasa	Master
Mark Lawrence Fernandes	Master
Shailesh Suhas Gangal	Master
Vikas Upadhayay	Master
Arvind Mishra	Chief Engineer
Gurminder Singh	Chief Engineer
June Lasaga	Chief Engineer
Mateo De	Chief Engineer
Rohit Sarvaria	Chief Engineer
Santosh Shetty	Chief Engineer
Siddarth Sukumaran	Chief Engineer
Michael Ponce	Chief Officer
Syed Kaja Mynudeen Hussain	Chief Officer
Gladson Tirkey	Second Engineer
Karthik Rajendran	Second Engineer
Krishna Kumar Premchand	Second Engineer
Nelson Pe	Second Engineer
Raj Bharath	Second Engineer
Ranjith Shetty	Second Engineer
Ravi Kushwaha	Second Engineer
Sathees Thankam	Second Engineer
Shobhit Singh	Second Engineer

Building Community Through Service





Rajesh Unni of Singapore's Synergy Marine Group is committed to giving back to the community, and not only in his home country. When he recently participated in the Advanced Management Program (AMP) at Harvard Business School (HBS) Executive Education, his charitable nature led to something remarkable. After searching for an opportunity to volunteer locally during his visit to the HBS campus—which he found at an organic farm in nearby Concord, Massachusetts—he inspired 24 of his classmates to join him. The result? Raising \$9,000 for the farm and a bonding experience that will last a lifetime. In this interview, he stresses the importance volunteering has on him as well as other leaders.

What inspired you to volunteer in an unfamiliar environment and get other participants involved?

AMP is a program that's designed to equip thought leaders. The participants are a highly motivated, accomplished set of people. They are sector leaders who hold key positions in their industries and can genuinely influence social change for the long-term. With such resources at my disposal, I jumped at the opportunity to kick-start something meaningful. When I started talking about my personal experience, I quickly realized that many of my peers had a similar mindset. Some were unknowingly caught up in the market race, and others were reaching out in their own ways to build their communities. Once the conversation began and gathered momentum, it exceeded everyone's expectations. All I had to do was ignite the spark.

How did it make you feel to lead an initiative that gave back to the community?

During my childhood, my grandmother emphasized about caring and giving back to people. This is intrinsic to Hindu culture - serve the society that nourishes us. As Mahatma Gandhi said, "The best way to find yourself is to lose yourself in the service of others." I am fortunate enough to be in a space where my "deficiency" needs are met, so I look for opportunities to fulfill my "growth" needs. I was happy to work alongside a group that was as thrilled as me, to contribute to a community that puts food on people's tables.

Did your volunteer experience help you develop bonds with others who participated?

Undoubtedly, I have built a few friendship bonds to last a lifetime. Ours was a significantly large class, and

I did not get the opportunity to interact with every individual, but I was able to build many bonds based on trust. Most of my fellow participants remember me because of the volunteer project I initiated. It was a humbling experience that many came back at the end of the course to tell me that they would be more socially conscious in their future endeavors.

How did your volunteer experience change the way you think about your career and your goals?

Volunteering always brings out the best in me. It reminds me that there is a larger purpose to life beyond simply improving a corporate balance sheet. I believe that there is a role for me to help grow social entrepreneurship, and in the next few years I hope to contribute to building a better world—where problems do not outrun solutions.

Aside from the volunteer experience, what were some of your greatest takeaways from the program?

For the rest of my life, I will cherish the new friendships and bonds I made at AMP. I am grateful for the ongoing access to my professors, and I am greatly inspired by the industry experts who lent their valuable insights and shared their knowledge. My thought process has been transformed, and today I approach things more objectively. Without a doubt, the program exceeded my expectations, and my challenge now is to live up to the brand that Harvard espouses and values. That is a huge responsibility.

Capt. Unni attended the Advance Management Program (AMP 2017) at Harvard Business School (HBS), Executive Education. His testimonial was originally published by Harvard at <https://www.exed.hbs.edu/assets/Documents/Rajesh-Unni-amp.pdf>. It is being reproduced here with permission.

Volunteering always brings out the best in me. It reminds me that there is a larger purpose to life beyond simply improving a corporate balance sheet.

Women's Day Celebration



“Women are the real architects of Society, who serve as guardians of culture and upholders of society”
– Patricia Ann Meyer

At Synergy, we strongly believe in providing equal opportunities to women to pursue their desired path of growth. 8th March 2018 was celebrated with great zeal and zest across all Synergy centres in India. As a gesture of appreciation for their valuable contribution, a thank you card, a rose and a chocolate was placed at the respective work locations of all Synergy women employees.

“Synergy has always felt like home away from home, I have never heard or seen any company treating its women employees with this equality, to see the top management be the host and share lunch with entire housekeeping, is a story and an experience I share with others with pride.”

-- Shobha G (Executive-Administration)

“I had a great time showcasing our collection at Synergy. I was pleasantly surprised to see the sprightly and unprejudiced work culture followed at Synergy.”

-- Caravan Market by Bhawana Collections



I wish to live the night....

रात ही जगावी...

मानवले नाही मला, तुझे असे दूर जाणे,
कळतील तुला कधी, भावनांचे अश्रू होणे...

दिवलीमधल्या वाती, पेटवत होता अग्नी,
अंतरात उमटले, विरही शापित ध्वनी...

मिलनाची आस उरे, गुज हे मनीचे दुःखे,
किरणांना समजले, भाव हृदयीचे ते सखे...

क्षितिजावरी उमटती, केशर रंग प्रेमाचे,
जाणशील ना प्रिये तू, इंद्रधनु स्वप्नांचे...

साथ तुझीच मिळावी, प्रीती वाटे सजवावी,
नाते बहरू दे आज, वाटे रात हि जगावी...

-आरुशी दाते, पुणे



Ms. Aarushi Date from Synergy Navis has carved a name for herself in the Marathi poets community and was invited to present her work at the 91st All India Marathi literacy Conference held at Baroda between 16th Feb and 18th Feb.

I wish to live the night....

You going away, I could not bear,
When would you understand, my emotion turning to tear.....

The wick in the lamp was igniting the fire beneath,
And the cursed sounds of loneliness were forming inside me.....

The desire to unite with you, my heart pours out the sorrow,
The rays understood the feeling, my love, thorough.....

The saffron of my love blooms on the horizon rim,
Would you understand the rainbow in my dream.....

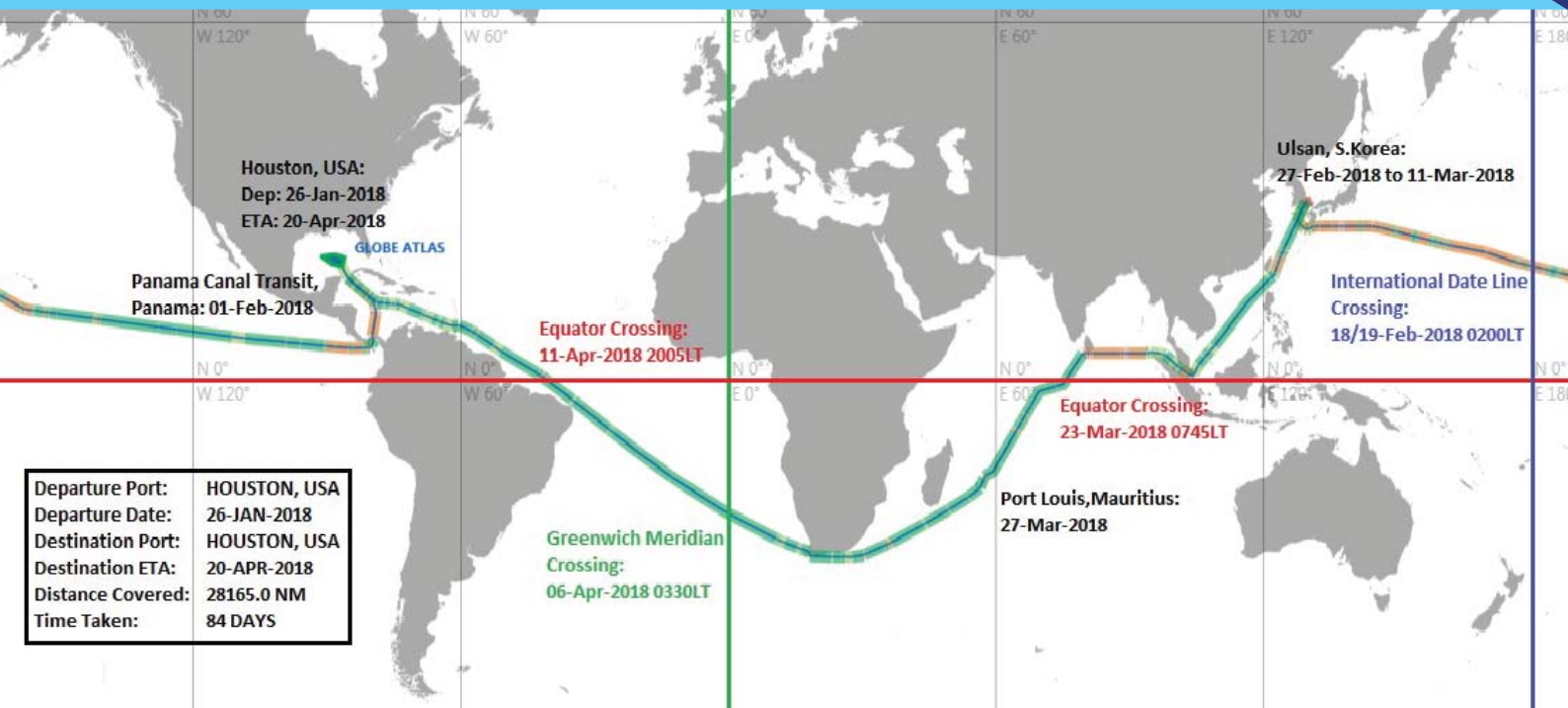
I want our togetherness, and wish to embellish our love to delight,
Let our relation bloom, I wish to live the night.....

English version: Courtesy: Rujuta Patankar

Aarushi Date
Admin, Synergy Navis, Pune



Around the world in 84 Days



I joined Globe Atlas at Enterprise Terminal in Houston, USA. After departure on the 26th of January, we were to sail to Ulsan, S. Korea, transiting the new Panama Canal. I could not help but feel nostalgic about my earlier transits through the old canal; an enthralling experience to see the locomotives (mules) guide the ship as she moved through the locks.

When we reached Ulsan, the delayed berthing and the rough weather made for an extended stay. After discharging at Ulsan, we were instructed to proceed to Singapore for further orders.

When we reached Singapore, we were asked to further proceed until off Galle, Sri Lanka, with no clear instructions thereafter; potential load ports being looked at were in the Arabian Gulf or the African west coast. Just as we passed Galle, a phone call in the early hours of the morning had us change our route towards the honeymooner's paradise of Port Louis, Mauritius.

For those feeling jealous, Port Louis was a small pit stop for bunkering only, with neither honey nor moon in store for us! We were then en route to the Cape of Good Hope, with options being West Africa and Houston.

It is believed that sailors are world travellers, that we travel across all seas and visit lands afar. Though not always so true, we do cover a good part of the globe in our journeys.

And this time, the Globe Atlas literally took us on a round-the-world journey.



My Voyage Of Life

A couple of days after we departed Mauritius, we received a sudden and shocking news about the demise of one of our fellow seafarer's father. In spite of it being a long Easter weekend and with barely 48 hrs notice, all arrangements were swiftly made by the manning office led by Capt. Dhruv Singh and Mr. Rajkumar, to relieve our bereaved colleague as we passed by Cape Town, South Africa, to enable him reach home to fulfil his filial duties. It is at times such as these that we realize that Synergy truly "Walks the talk" when it comes to caring for its seafarers.

Soon after, we finally received confirmation to head towards Houston. Only then, it dawned upon us that we would be circumnavigating the globe. Meanwhile, it was conveyed to me that I would be signing off from Houston itself.

Upon reaching Houston, the same place where I joined the ship and the place where I would be signing off from, I would have completed a round the world voyage on this ship; as if I joined Globe Atlas only for this very purpose.

When we reached Houston on 20th April, we had made it around the world in 84 Days! (Jules Verne managed to do it in 80 days, but then he was probably not held up with bad weather in S. Korea!). We had covered a distance of 28165 nautical miles, achieving a rare feat of crossing the 3 international lines (the International date line, the Equator and the Greenwich meridian) and the 3 oceans (the Pacific, the Indian and the Atlantic Oceans), all in the same voyage, with memorable glimpses of the Panama Canal, the Ulsan harbour bridge, the Table Top Mountains of Cape Town, the mid-ocean sunrises and sunsets in calm seas and the spectacular sights of the Milky Way in both, the Northern and the Southern Hemispheres. Globe Atlas has indeed lived up to its name by travelling around the Globe!

*Rajkumar Madhavan (Chief Officer, Globe Atlas)
With active support from: Mrs. Madhuri (wife) and
Capt. Parag Mokashi (Master, Globe Atlas)*

All work and no play makes Sailors very
TIRING,
But a peg at the end of the day makes us
FIRING.

When working aloft there are chances we may
FALL,
But we ensure that the economy doesn't FALL.

The most serious preparations are done for
VETTING,
And we are unable to fully prepare for our
WEDDING.

Some trouble shootings are really a
MYSTERY,
Done wholeheartedly to create HISTORY.

Sailor's life is like walking on a KNIFE;
And more tough is being his WIFE.

Boys at shore have a look at girls HIP;
Men at sea have only glimpse of other SHIP.

Only thing visible to eyes is HORIZON;
We gift our loved ones through AMAZON.

We work all day in shine and RAIN,
And continue to work until we totally DRAIN.

There is tremendous increase in number of
amendments and regulations shooting to
INFINITY;
But the joy to a seafarer is decreasing , which
are already FINITE.

Nevertheless Diwali, X-mas, New year are
SACRIFICED;
To have a decent living of life JUSTIFIED.

*Arun Venkatraman, 4th Engineer
MT Compass*

A Voyage to remember

The sights and sounds which I saw at sea, from the clear blue skies, beautiful sunrises and sunsets, flying fish and dolphins off the coast of Sri Lanka, will be etched in my memory forever.

In all these years of our marriage, I never got the opportunity to visit a ship, mainly because I am a working professional. I am currently employed with HCL technologies and have been a part of the IT industry for several years now.

My husband, C/E Deepak Shinde is an avid photographer and the images which he shared, intrigued me and I had formed a particular image of ships and the life at sea in general.

The fondness and respect with which he spoke about his ship-board colleagues upon his return from the ship, further added to the intrigue. Such camaraderie in a few months?

As luck would have it, my husband was overjoyed

when he called me to break the news that his ship was calling the port of Tuticorin in India. I knew this was my opportunity to experience things which I had only imagined about. My parents, who were as intrigued by the stories of ships, seafarers and faraway lands, which they had heard from their loving son-in-law, were also eager to see a ship from close-quarters.

Next thing I knew was that we on-board the Fairchem Conquest and all set to sail to Indonesia. What struck me the most apart from the enormity of the ship was the Indian flag on the mast, it made me feel extremely proud that my husband and the entire seafaring community, keep the world moving, by carrying 90% of world trade. I realized that there is much more to seafaring than what people ashore have in mind – working on a steel giant amidst the most dominant element on the planet, is not for everyone!

I could soon see the shores of my beloved country fade into the horizon, as our ship set sail for Indonesia. The sights and sounds which I saw at sea, from the clear blue skies, beautiful sunrises and sunsets, flying fish and dolphins off the coast of Sri Lanka, will be etched in my memory forever.

We celebrated the birthday of our son, Soham, on-board the ship and a big thank you to Capt. Hari and the whole team who took the time and made his birthday, the most memorable one yet!

*Sujata Shinde
Wife of Chief Engineer Mr Deepak Shinde
Sailed on Fairchem Conquest*



The rains helped: A short story

365 days, he had spent on sea, not a single day he missed thinking about her. Now he was in her city, just to meet her and unfold the yarn of feelings he had for her.

Two days had passed, it was raining cats and dogs in Mumbai, he was a bit disheartened, he kept cursing the rains.

Today, he felt a bit lucky, and cautious at the same time. Suited up, like a dapper gentleman he headed to meet her without conveying that he was coming to see her just after her training sessions.

He rang her twice-thrice but all in vain! His heart was overruling his mind, just then the phone blinked. 'Give me a minute, I shall call back'... thunders were back again ; the poor naive lover.

The conversation later was all about his disdaining fortune as she censured all his supplicates to meet her. Absolutely numb, with his deserted spirits, he kept staring at the gift wrap and the ring.

The chaos at the platform, honking of the locals were not enough to bring him back to his senses. Only after a poor little girl came and waved him, requesting food, he realized that he was not invisible.

He gave her the bill and rushed towards the train, not giving a damn to where it was destined. He made his

way to a seat and sat down, his eyes got flooded and the tears rolled down his cheeks as the train made its way out of the busy station.

Before the crowd could notice him crying, he was at the door, and before he could have taste his tears, there was thunder followed by rains.

The drops flushed his face, as if they were saying 'it was all destined my boy, I was dripping down so this could never have happened. He was a sailor at heart, for him rains were an indication of rough seas, he had always castigated it. But today, the rains were a bliss for him, it wiped out his tears, and drenched him to flush his concerns. As he shivered a bit, he felt completely alive.

Only God knows, what elements were in the play he directs, but by now he knew how he had to perform. Nothing else ran through, so he uploaded a status to pay gratitude to rains. And when all his pals asked him about it? He answered them with a smile and said, "unknowingly it just did, the rains helped me."

Of course it did.

*Anurag Pratap Singh,
Deck Cadet*



Synergy in Music

Mr. Garry Gurinder (ex Garnet Express, Ningbo Dawn, Maersk Esmeraldas) released his first Punjabi music album under the banner of "Future Bytes Entertainment" titled "Tere Naal". Garry has a strong flair for music and has also penned down the lyrics for the title track. His music video has garnered over 1.5L views and counting. Team Synergy is proud of his achievement and congratulates him.

Synergy's Lil Champs



Name: Arihaan Beri
 S/O: Capt. Pavlick Beri, Master,
 MV APL Oregon
 Age: 6 Years
 Achievement:
 1st prize in Golf organised by
 "Decathlon" at Noida golf club.



Name: Risha Sivakumar
 D/O: Sivakumar Palani, Technical
 Superintendent
 Age: 8 Years
 Achievement: Earned Purple belt
 in Karate and Starfish level in
 swimming.



Name: Andreia Nherysse D.
 Catamisan
 D/O: CE Adrian Catamisan,
 Technical Superintendent –
 Training, Manila
 Achievement:
 •Academic Excellence Award with
 High Honours
 •Bato Balani Science Award
 •Intra school Competition awards
 -First place – Mathematics Quiz
 Bee
 -First place – Pagsulat ng
 Sanaysay sa Filipino



Name: Sanjana
 D/O: Capt. Sairaj
 Age: 13 Years
 Achievement:
 -Second Prize for water color
 painting conducted by Society of
 Indian marine Artists (SIMA) and
 was exhibited at Pune early this
 year.



Name: Ms. Shruti Toshniwal
 D/O: Jugal Toshniwal, Technical
 Superintendent
 Age: 14 Years
 Achievement:
 -Won Gold medal in Maharashtra
 State Championship 2018 held in
 Mumbai on 25th Feb-2018 by
 Karate Maharashtra Sports
 Association



Name: P. Venkat Shraavan
 S/O: M.P.Prabhuraaman
 Age: 10 Years
 Achievement:
 -Second Prize in inter school
 Sanskrit sloka recitation competi-
 tion conducted by "Initiative for
 Moral and cultural Academy"
 -Completed Grade 3 in
 "Cuemath" and has been
 awarded "Stellar Performer" for
 the academic year 2017-2018

Synergy joins hands with – We CAN

We Challenge Autism Now (We CAN) is a resource centre providing services to children with Autism Spectrum Disorder. Established in 2001, We CAN was founded on the belief that a child with autism can learn many things, if taught, in the way he/she learns, We CAN was the first Centre in Tamil Nadu, to provide services exclusively tailored for children with autism and also holds the unique distinction of being the only Centre in Chennai, Tamil Nadu with therapists using the principles of (ABA) Applied Behavior Analysis, a scientific and evidence based methodology of intervention.

As part of the initiative, Master Aatish, s/o Dr. Sairam K, Technical Superintendent, MOL Synergy, who is also autistic yet chooses to live life with utmost zeal and enthusiasm, visited MOL Synergy Training center to create “Awareness on Autism”.



Capt. Bhamaria joins Torres pilots

Congratulations to Captain Ritesh Bhamaria (ex Fairchem Victory, JBU Sapphire, Isis, JBU Opal) who has recently completed his final training assessment voyage. The fact that he did his final training assessment on-board our vessel 'Garnet express' was a happy coincidence or synchronicity, as Carl Jung would say!

The environmental and cultural significance of the Great Barrier Reef and Torres Strait regions are recognized the world over. The Great Barrier Reef Marine Park was established in 1975 and added to the World Heritage list in 1981. In 1990 the International Maritime Organization (IMO) recognized the Great Barrier Reef as the world's first Particularly Sensitive Sea Area (PSSA). The IMO also recognized the Torres Strait as a PSSA in 2005.



Synergy in Pictures



Synergy through gender diversity
BW Lord with a mixed crew from India and Brazil.

Mr. Hirofumi Nara, Director of MOL Chemical tankers, visited
Synergy Navis Marine Pvt Ltd



Brain Teaser

How many ships can you spot?



The correct answer is 22

Laughter Riot

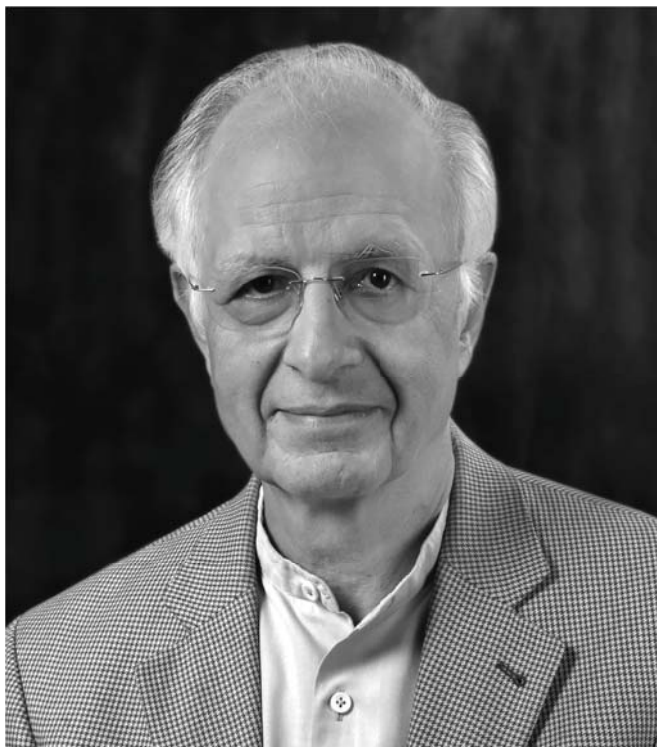
A guy in a plane stood up & shouted: "HIJACK!"
All passengers got scared
From the other end of the plane, a guy shouted back
"HI JOHN".

My girlfriend's birthday is in two days. And she told me "Nothing would make me happier than a diamond ring".
So I bought her absolutely "Nothing".

Teacher: "Anyone who thinks he's stupid may stand up!"
Nobody stands up
Teacher: "I am sure there are some stupid students over here!!"
Little Johnny stands up
Teacher: "Ohh, Johnny you think you're stupid?"
Little Johnny: "No... i just feel bad that you're standing alone..."

The legal age for voting is 18 years and the legal age for marriage is 21 years.
Which means you need more experience to handle a girl than a country.

20.00 hours I get an SMS from my girlfriend: Me or football?!
23.00 hours. I SMS my girlfriend: You of course."



Guest Article by Mr. Arun Maira,
Continued from Vol 14

Part 2

Achievement

In Frost's transcendental world, only I may know when I have reached my goal. The world may never know it. This modest view will not satisfy most of us. I want the world to know that I have climbed higher than anyone has so far; that I have run faster than anyone else has; that I am better at what I do than others, and that I am the best.

We want the world to recognize our achievements. We want to be celebrated as the best. We need the world to tell us when we have achieved something worthwhile.

In this world-view my life is successful if I beat a world record. But what if someone beats my record while I am still alive (and perhaps many may do). Would that make my life a less successful one? Should I then attempt to break the record again before I die to make my life a success again? When, in such a competitive world, will my life's work be done?

Sadly, satisfaction that comes from public adulation is transient. If public recognition is the only way I know when I have 'arrived', I will feel I am a failure when the public says someone else has achieved more and I am demoted from the top spot.

The many stories of celebrities who become depressive and even suicidal when they are no longer attractive to the public should be a warning about the dangers in measuring one's success solely through the eyes of others.

I began to read the Bhagavada Gita when I was a teen-ager, almost sixty years ago. I have been fixed since then on lines in the Second chapter, to which I return again and again. 'You only have a right to the work, and not to the fruits thereof.'

The Gita preaches detachment from the fruits. What are the fruits of the work? The obvious interpretation of the fruits are the benefits for oneself. What about the achievement of the goal? Is it not a fruit of the work? Should not one seek the goal or should one strive only to do good work and do it well? Is this the meaning of the 'right to the work', which is all that one must have?

A story from Chris Bonnington's compilation of stories of great adventurers and sportsmen that I read, 35 years ago, when I was struggling with the lines from the Second chapter of the Gita (which I still am) continues to haunt me. It is an account of a round-the-world solo yacht race.

The winner, way ahead of the others, had rounded the tip of South America from the Pacific to the Atlantic Ocean. As he was sailing up towards London, towards the finish, he heard on his radio of the preparations for his reception.

The Queen would come, and the media of course in droves. He thought about it. Was this why he was racing—the fruits of success? Or was it for good sailing at his best? He turned his boat around, to sail down the Atlantic and around the Cape of Good Hope into the Indian Ocean, to complete another solo circumnavigation of the earth!

Making the world better
Endless forever the vast water,
On its surface surges a wave.
Many have passed and many shall come
But this is the wave of our times
And I a ripple on its back.
As I crest I touch
The sky of ethereal notions
And my head encloses
A little bubble of that infinity too
Claiming it for its own.

Locked within an infinite system, and being only a very small part of it, we cannot know what the purpose of the whole system is, and what, as it evolves, it is choosing to evolve to. However, we have desires to fulfill, and goals we set out to achieve—whether we consciously chose them or not.

What is the nature of these goals? They can be goals of achievements that society recognizes and rewards—goals that one adopts, which are not intrinsic to ourselves. Or they can be goals of self-perfection (as Frost implies). They could also be goals of self-realization (which many spiritual and meditative traditions recommend).

However, there is another type of journey that some leaders undertake, to another type of goal. It is the journey Mahatma Gandhi set out on. He wanted to make the world a better place for people who had been poor and suppressed for generations. He was not competing for honors. Nor was he satisfied with meditations and self-purification, though he pursued these goals too. He wanted to make a change in the world, not just in himself.

Leaders like Gandhi are conscious that they are part of a much larger ocean with large waves that sweep through it. However, they are not megalomaniacs, like King Canute, to command the tide to turn. They strive to understand the nature of the ocean and the sources of its power. They strive also to improve their own abilities to change the pattern of the tides. And they engage in action. Their lives are compositions of reflection, insight, and action. No wonder that Gandhi called his autobiography *My Experiments with Truth*.

Leaders who want to transform society, with its complexity, and against the momentum of its history, to make the world better for everyone, cannot accomplish their goal in their lifetimes. Yet some devote their lives to this mission, and even surrender their lives for it. As did Jesus, who gave his life on the Cross so that mankind could be saved. Jesus did not complete the mission in his lifetime or even with the sacrifice of his life. Though his life and sacrifice did give his mission an enormous thrust. The message of his life continues to reverberate around the world.

Arun Maira is the Chairman of HelpAge International and Chancellor of the Central University of HP. A member of India's Planning Commission, he has worked for 25 years in the Tata group and was the Chair of BCG (India).

Journey to continue in next edition

The many stories of celebrities who become depressive and even suicidal when they are no longer attractive to the public should be a warning about the dangers in measuring one's success solely through the eyes of others.

CSR at Synergy

Synergy Educational and Charitable Trust (SECT) focuses on alleviating poverty and empowering communities to build a stronger and better India for tomorrow. SECT believes in sustainable development and strives to support causes such as Right To Education, Women Empowerment and right to food by eliminating hunger.

SECT envisions to build a common platform for comprehensive and holistic development of the country by empowering Panchayats by collaborating with its people and principals to assist families in need.

SECT operates under 3 programs.

- **SECT SUSTAIN:** The program focuses on creating a self-sustainable model which could be adopted by any small-scale village.

Under the Prime Ministers scheme of “Swachh Bharat Shauchalya Yojana”, toilets co-funded by SECT were set up in the village for the nomadic community ther by impacting their hygiene.



- **SECT CARE:** The program aims to help any community, irrespective of the sector, to be self-sufficient and cover the basic needs of fellow human beings.

SECT in collaboration with Nipun Mehta, Founder – Service (Seva and Karma café), a non-profit organization operated completely by volunteers organized food camps to bring cheer into the lives of those who are forgotten or are generally avoided contact with.



• **SECT VRUDDHI:** The program aims to provide basic educational infrastructure and amenities to elevate the underprivileged.

a) SECT joined hands with HOPE Foundation-Chennai, an NGO which works to bring about change in the lives of children, young people and vulnerable individuals and supported the Hope Foundation school by providing free uniforms and by setting up a RO water plant within the school premises to provide access to potable water.

b) Synergy donated a school bus to Adigathur government school with RTO/ Health certification, which is a mandatory requirement.



Adigathur Sports Day:

Adigathur Village was adopted by Synergy Group under our CSR initiative in 2015, where we have successfully helped the community grow with a better lifestyle and basic amenities – clean toilets, health checkups, community center and a refurbished school campus.

SECT successfully organized sports day event at the village, comprising friendly matches of volleyball, football, cricket and Kabbadi, between Synergians and the villagers. Winning luck shined bright on the villagers, but we won over many hearts and gained new friends.

SYNERGY

Setting Standards



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Delhi

Chennai

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